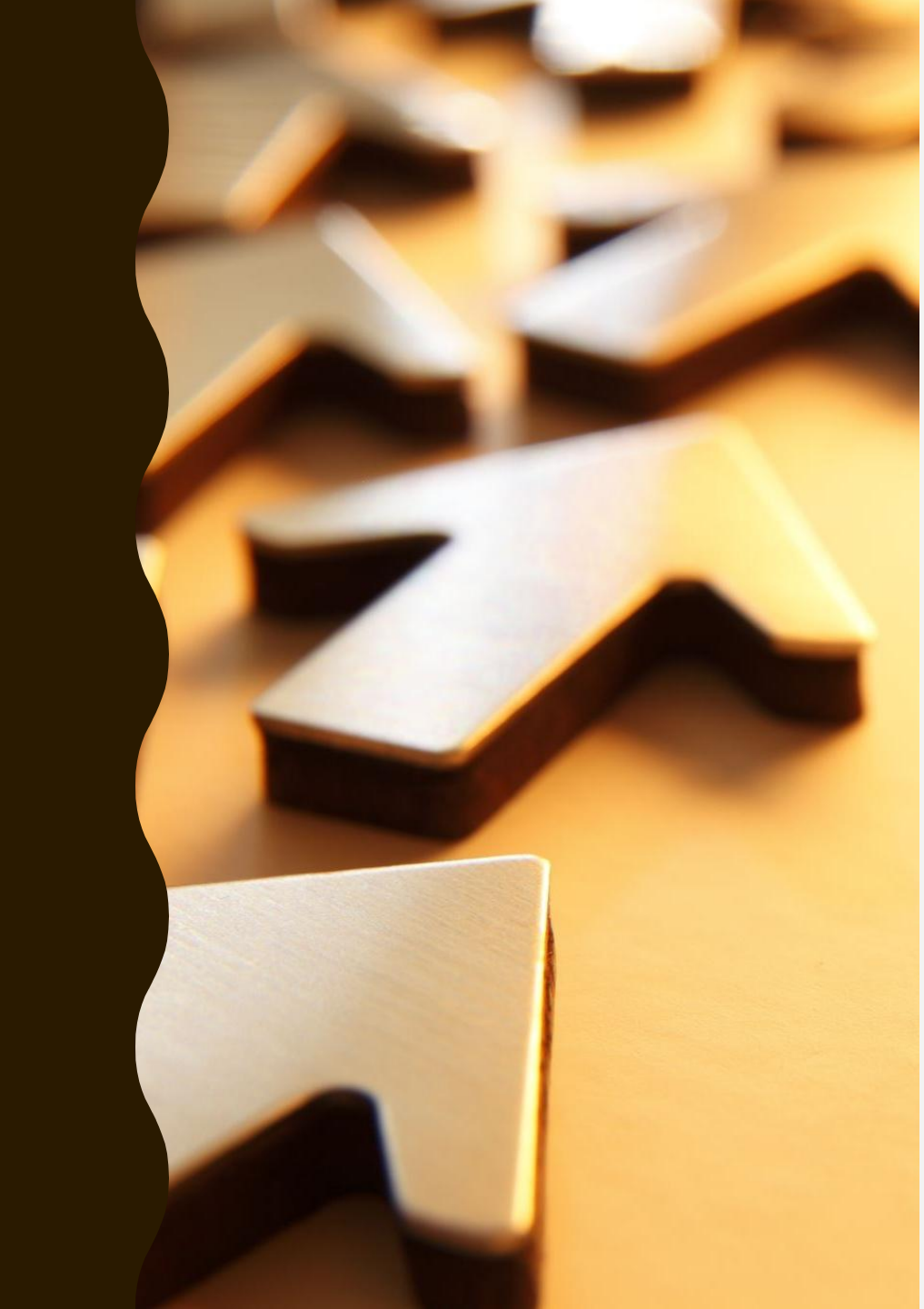
PRIDE AND PURPOSE: PROFESSIONAL CULTURE

District Goal #4: Ensure all members of our school community feel valued, accepted, and connected.

WORKING GROUP COMPOSITION

- 14 members
- Staff representative of all four school
  - Teachers
  - Office Professionals
  - Library Media Specialist
  - Administrators
- Community members/ parents
- Meetings rotate across all four schools



GOALS
Designed During Meeting #1

- To help all employees want to be a part of CPS
- To improve connections and relationships
- Cohesion in schools and district wide
- Create and maintain a positive culture

WHAT HAVE WE DONE SO FAR?

- Our group has met three times to date
  - Initial meeting to establish goals
    - First priority was to solicit input from CPS staff
    - During the holidays, we held a digital conversation to brainstorm survey questions
  - Focus on language and intent of survey questions
  - Review finalized survey
- Agendas and notes
  - Shared with group members
  - Shared with administration

District Wide Spirit Day

*****Let it Snow*****

Brought to you by the Professional Culture and Climate Committee

Wednesday, December 20, 2023

Join us in dressing up!

To dress in theme consider wearing:

- Winter White
- Ski Clothes
- Hat and Gloves
- Winter Themed Apparel

Each building will take a group photo, please listen for details that day from your building administration.

PROFESSIONAL CLIMATE SURVEY

Intent

- Create a baseline for data comparison
- Identify key areas of success
- Identity areas of growth
- Provide every CPS employee a voice

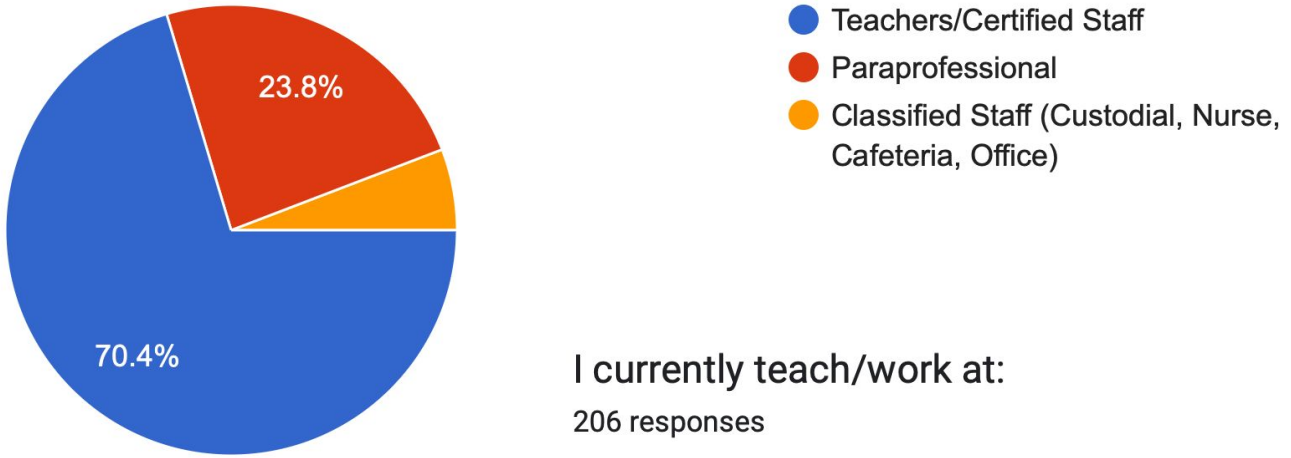
Overview

- Sent to CPS staff on March 1st
- Open through March 8th
- 206 responses

SURVEY RESULTS

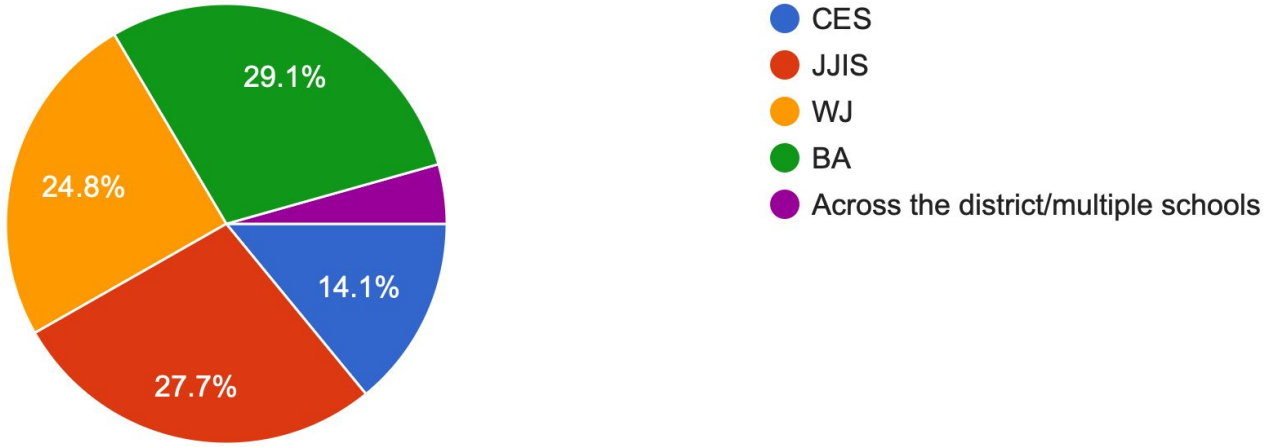
My current position is:

206 responses



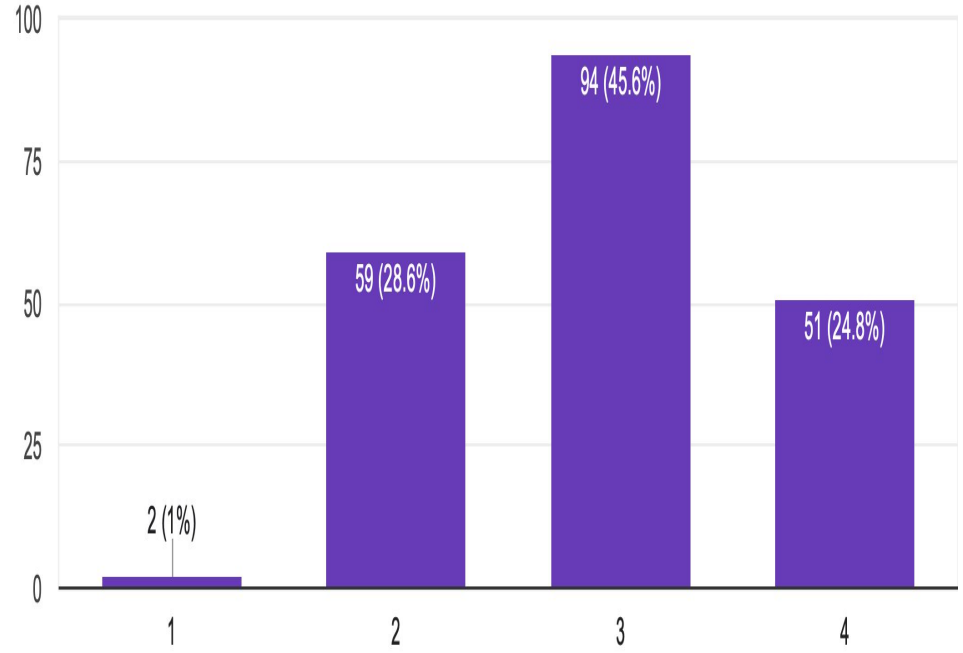
I currently teach/work at:

206 responses



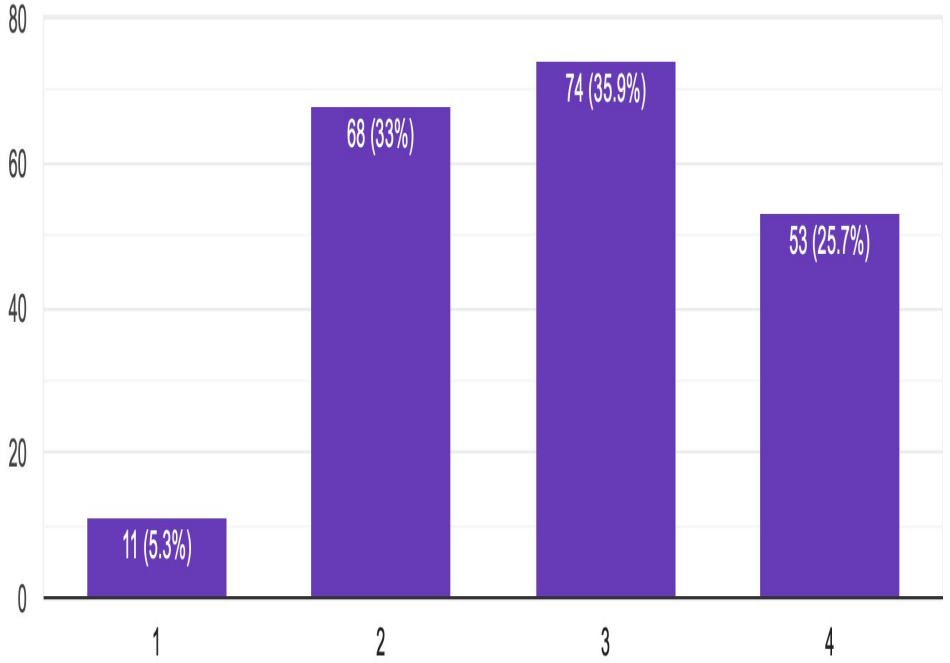
I feel valued by the community of Colchester.

206 responses



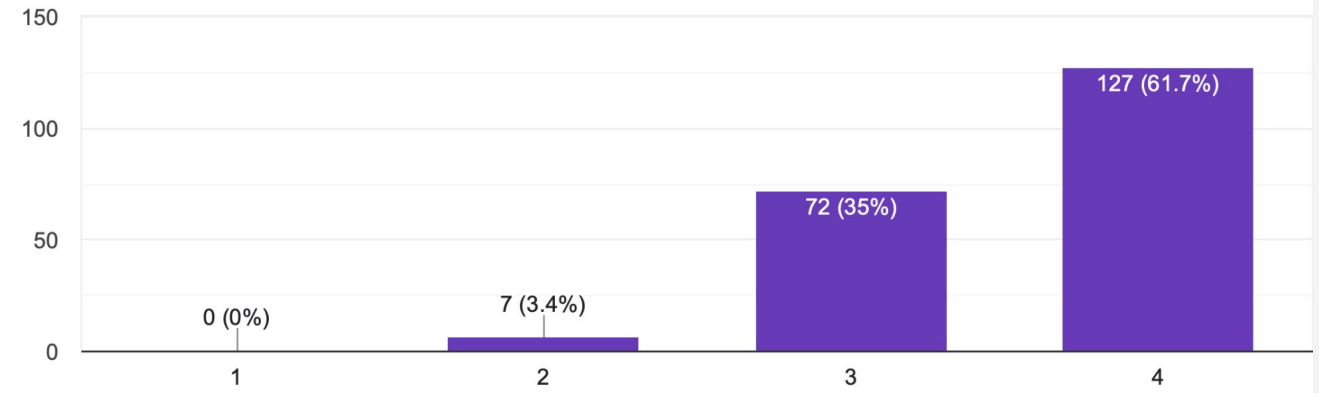
I feel valued within the district.

206 responses



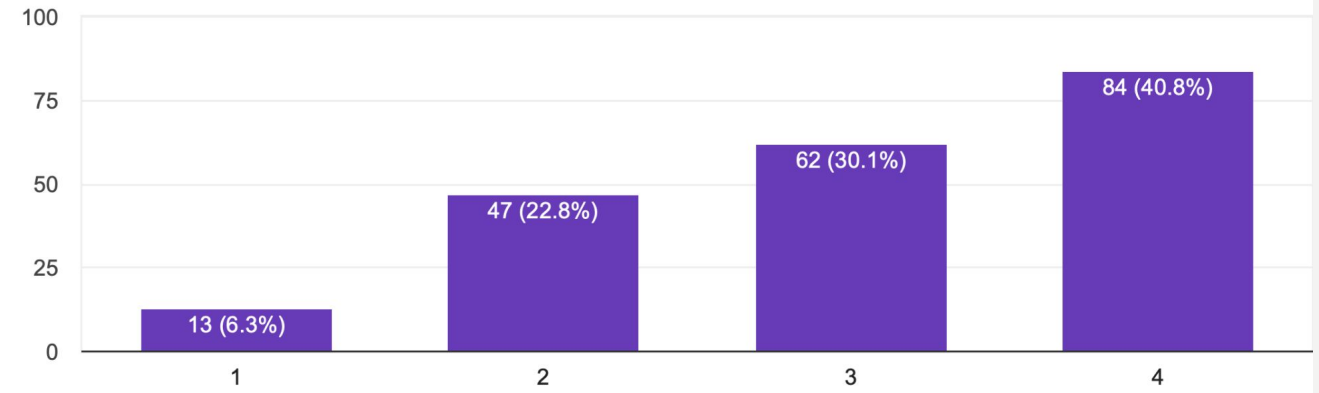
My colleagues care about me.

206 responses



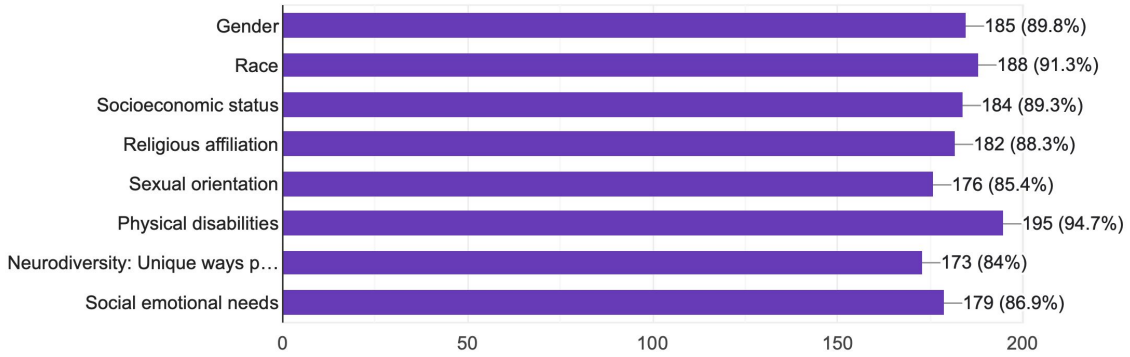
I feel supported by administrators.

206 responses



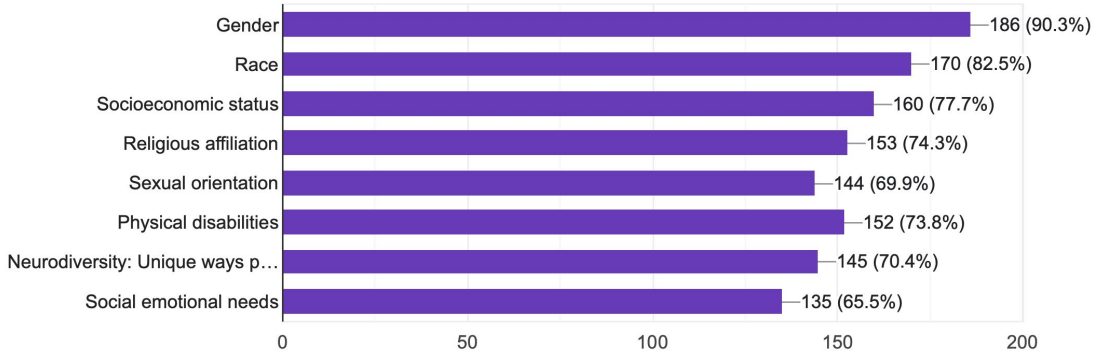
Staff to student relationships exhibit acceptance of each other's differences, including: (Check all that apply)

206 responses



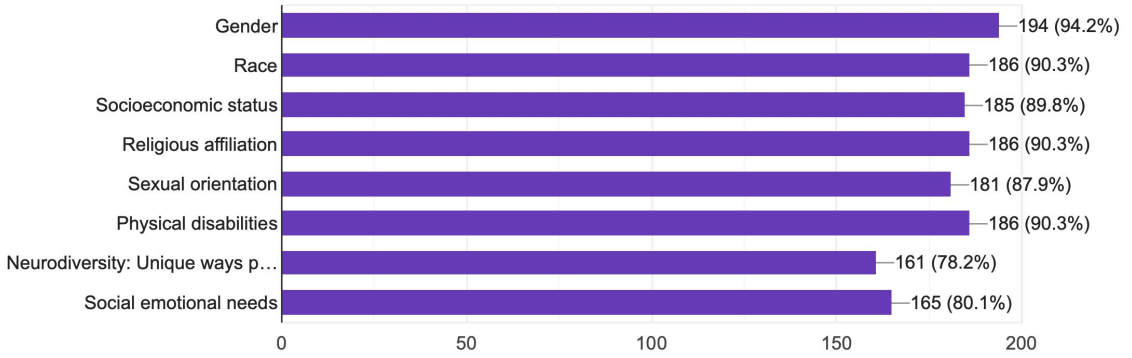
Student to staff relationships exhibit acceptance of each other's differences, including: (Check all that apply)

206 responses

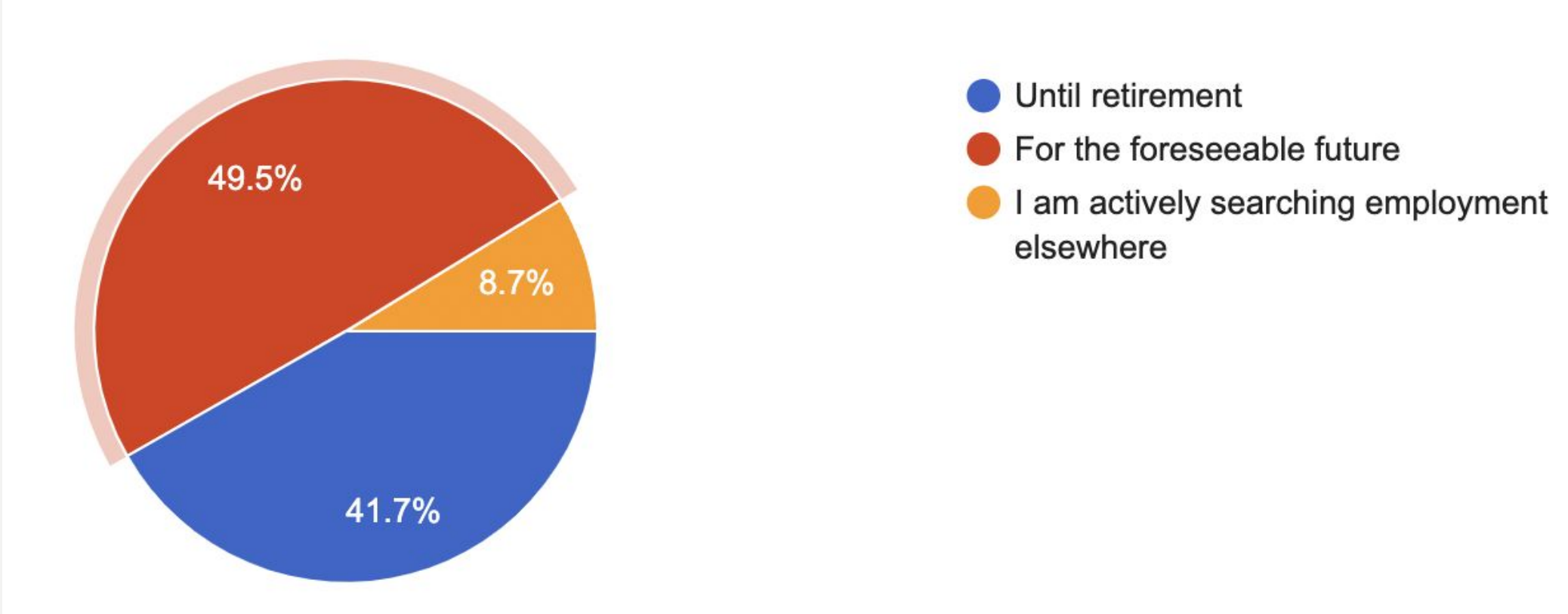


Staff to staff relationships exhibit acceptance of each other's differences, including: (Check all that apply)

206 responses



How long are you planning to stay working in Colchester Public Schools?



TOP INTERESTS

During School

- 'Perks at Work' app
- CPS day at local business
- Steps competition

Outside of School

- UCONN game
- Fitness Classes
- Yard Goats game
- Art Night

WHAT COMES NEXT?

- Group will review survey results
  - Breakdown by schools and view as a district
  - Establish baseline data
  - Identity trends
  - Classify themes
- Implement ideas for improvement
  - Based off of survey feedback/ suggestions
  - Group ideas
- Next Meeting: April 3rd

QUESTIONS?